

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant : Andrus et al.                      Art Unit : Unknown  
Serial No. :                                      Examiner : Unknown  
Filed :  
Title : PROVIDING HUMAN PERFORMANCE MANAGEMENT DATA AND  
INSIGHT

Commissioner for Patents  
Washington, D.C. 20231

POWER OF ATTORNEY BY ASSIGNEE AND ELECTION OF  
ASSIGNEE TO CONDUCT PROSECUTION TO EXCLUSION OF INVENTORS

The undersigned, as authorized representative of the assignee of the entire right, title and interest in the above-identified application, hereby appoints

Scott C. Harris, Reg. No. 32,030	William J. Egan, III, Reg. No. 28,411
David L. Feigenbaum, Reg. No. 30,378	James T. Hagler, Reg. No. 40,631
Hans R. Troesch, Reg. No. 36,950	Samuel Borodach, Reg. No. 38,388
Bing Ai, Reg. No. 43,312	Kenyon S. Jenckes, Reg. No. 41,873
John C. Phillips, Reg. No. 35,322	Richard J. Anderson, Reg. No. 36,732
Frederick H. Rabin, Reg. No. 24,488	Stephan J. Filipek, Reg. No. 33,384
Joseph L. Stevenson, Reg. No. 43,163	William E. Hunter, Reg. No. 47,671
John F. Rollins, Reg. No. 38,013	Wayne P. Sobon, Reg. No. 32,438

as its attorney to prosecute the application and to transact all business in the Patent and Trademark Office connected therewith with full powers of substitution and revocation, said appointment to be to the exclusion of the inventors and their attorney(s) in accordance with the provisions of 37 CFR §3.71 *et seq.* of the Patent Office Rules of Practice.

Ownership is in the assignee by virtue of the assignment documents filed on February 7, 2002. The documents evidencing ownership have been reviewed and to the best of the assignee's knowledge and belief, title is in the assignee.

CERTIFICATE OF MAILING BY FIRST CLASS MAIL

I hereby certify under 37 CFR §1.8(a) that this correspondence is being deposited with the United States Postal Service as first class mail with sufficient postage on the date indicated below and is addressed to the Commissioner for Patents, Washington, D.C. 20231.

Date of Deposit

February 7, 2002

Signature

Valentin Figueroa

Typed or Printed Name of Person Signing Certificate

Valentin Figueroa

Applicant : Andrus et al.  
Serial No. :  
Filed :  
Page : 2

Attorney's Docket No.: 12587-004001 / D00-005

Please direct all communications regarding the application to the attorney at the address and telephone numbers indicated below.

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DECLARATION BY THE INVENTOR

As a below-named inventor(s), I hereby declare that:

My residence, post office address and citizenship are as stated next to my name.

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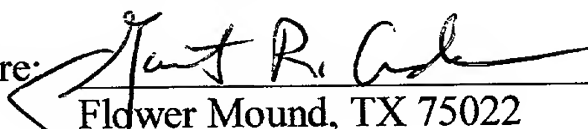
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Full name of inventor: GARTH R. ANDRUS

Inventor's signature:  Date: 11/7/02  
 Residence: Flower Mound, TX 75022  
 Citizen of: U.S.A.  
 Post Office Address: 2805 River Bend Trail  
Flower Mound, TX 75022

Full name of inventor: CHARLES NEBOLSKY

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Residence: Northbrook, IL  
 Citizen of: U.S.A.  
 Post Office Address: 1326 Larrabee Lane  
Northbrook, IL 60062

Full name of inventor: MATTHEW J. MAJER

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Citizen of: U.S.A.  
Post Office Address: 227 Sullivan Street #1C  
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Full name of inventor: RYAN M. LASALLE

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Chicago, IL  
Citizen of: U.S.A.  
Post Office Address: 915 W. Webster #2  
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Full name of inventor: ERIC R. MILLER

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Citizen of: U.S.A.  
Post Office Address: 3604 Softwind Court  
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Full name of inventor: PETER W. PARK

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Full name of inventor: JANET A. TAFOYA

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Residence: Chicago, IL  
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Post Office Address: 3201 N. Ravenswood #203  
Chicago, IL 60657

Full name of inventor: ANOUK TRUDEL

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_

Residence: Montreal, Quebec

Citizen of: Canada

Post Office Address: 3020 Quevillon  
Montreal, Quebec  
Canada H1Y1C1

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Full name of inventor: CHARLES NEBOLSKY

Inventor's signature: Charles Nebolsky Date: 1/10/2002

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Full name of inventor: MATTHEW J. MAJER

Inventor's signature: \_\_\_\_\_ Date: \_\_\_\_\_  
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Full name of inventor: RYAN M. LASALLE

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Attorney's Docket No.: 12587-004001 / D00-005

Full name of inventor: MATTHEW J. MAJER

Inventor's signature:  Date: 1/9/2001

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Citizen of: U.S.A.

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Full name of inventor: RYAN M. LASALLE

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Chicago, IL 60614

Full name of inventor: ERIC R. MILLER

Inventor's signature: Eric Miller Date: 1/3/02  
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Inventor's signature: Janet Tafuya Date: 1/7/02  
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2020-08-24 10:24:00

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